

**DMDC**

*Information and Technology for Better Decision Making*

# **Profile of Hispanics in the Department of Defense (DoD)**

---

*Prepared for*

**2005 National IMAGE Conference  
Department of Defense Forum**

---

*Presented by*  
**Pam R. Bridges**  
*DMDC*



**May 2005**

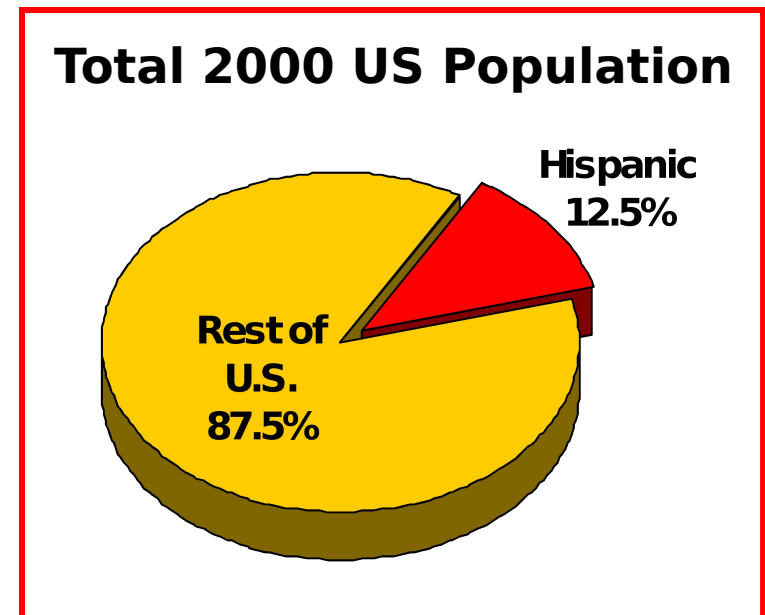
# Introduction

- Hispanics in the Department of Defense (DoD) workforce
  - Compared with Hispanics in the US Labor Force
  - Trend Analysis
    - DoD: FY 1993 to FY 2004
    - US Labor Force : Census 2000
  - Key Comparisons
    - Educational attainment, occupation distributions & new hire profiles
- Data Sources
  - DMDC
  - US Census Bureau 2000 reports

# Hispanic Population in the US

## *US Census 2000 Report*

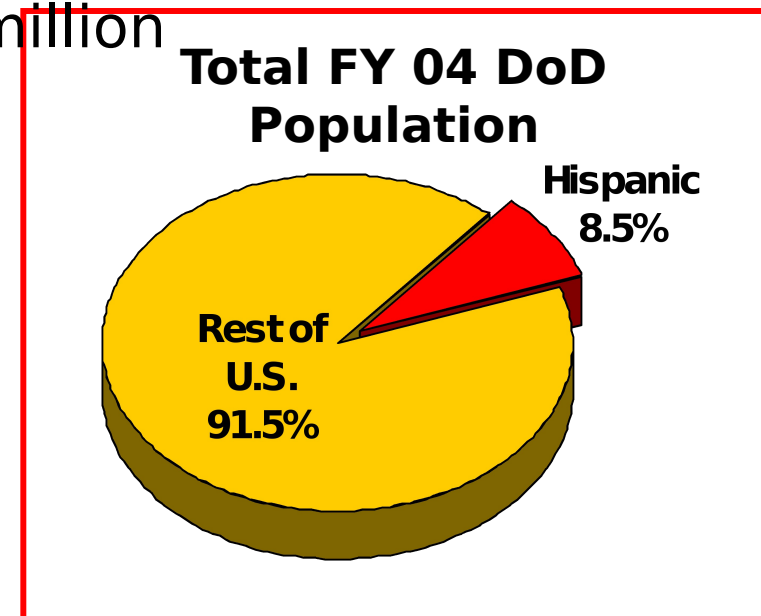
- 1990 - Total US population: 249 million
  - Approx 22.4 million Hispanics
  - 9.0% of total population
- 2000 - Total US population: 281 million
  - Approx 35.3 million Hispanics
  - 12.5% of total population
- 1990 to 2000 Hispanic change:
  - Approx 12.9 million
  - ↑ 57.6% increase since 1990
  - ↑ 38.9% proportional increase since 1990



# Hispanic Population in the DoD

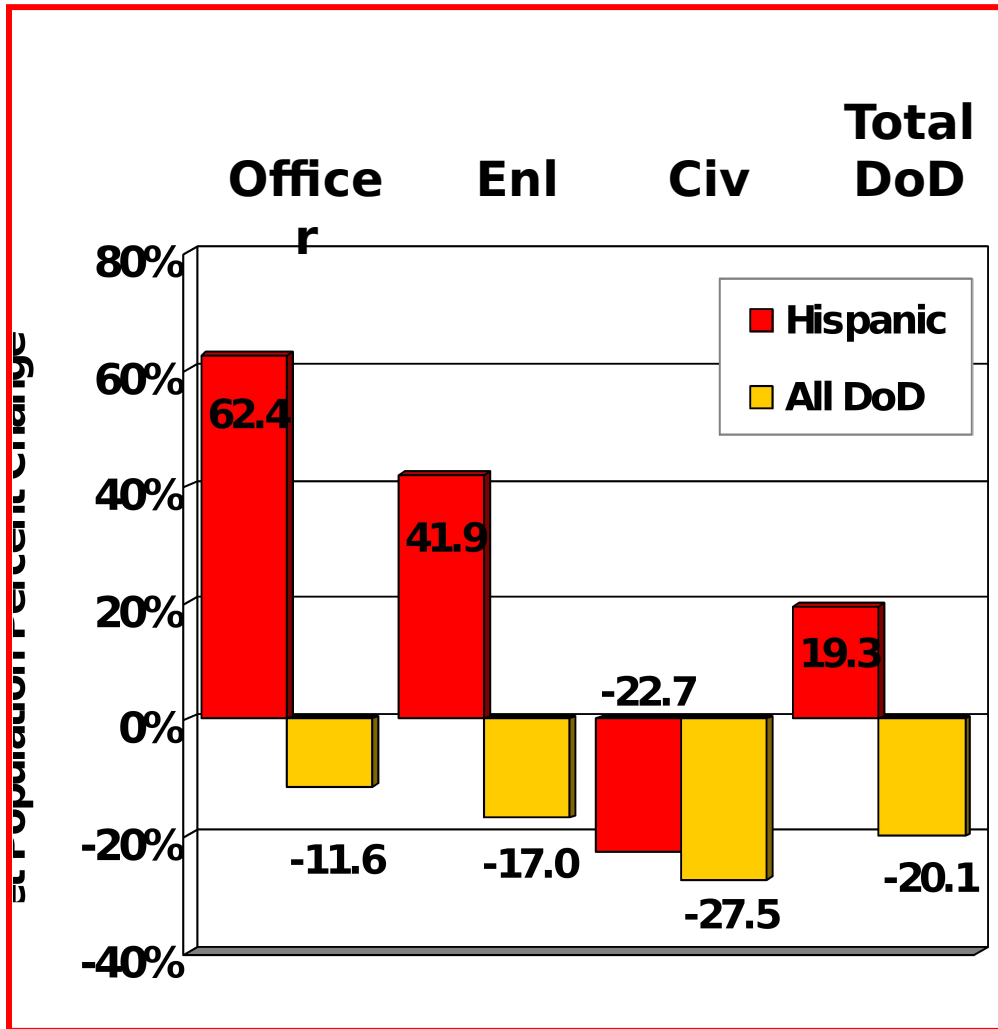
## *Active Duty Military and DoD Civilian*

- 1993 - Total DoD population: 2.6 million
  - Approx 140.5 thousand Hispanics
  - 5.4% of total population
- 2004 - Total DoD population: 2 million
  - Over 171 thousand Hispanics
  - 8.5% of total population
- 1993 to 2004 Hispanic change:
  - Increased by over 31 thousand
  - ↑ 19.3% increase since 1993
  - ↑ 49.3% proportional increase since 1993



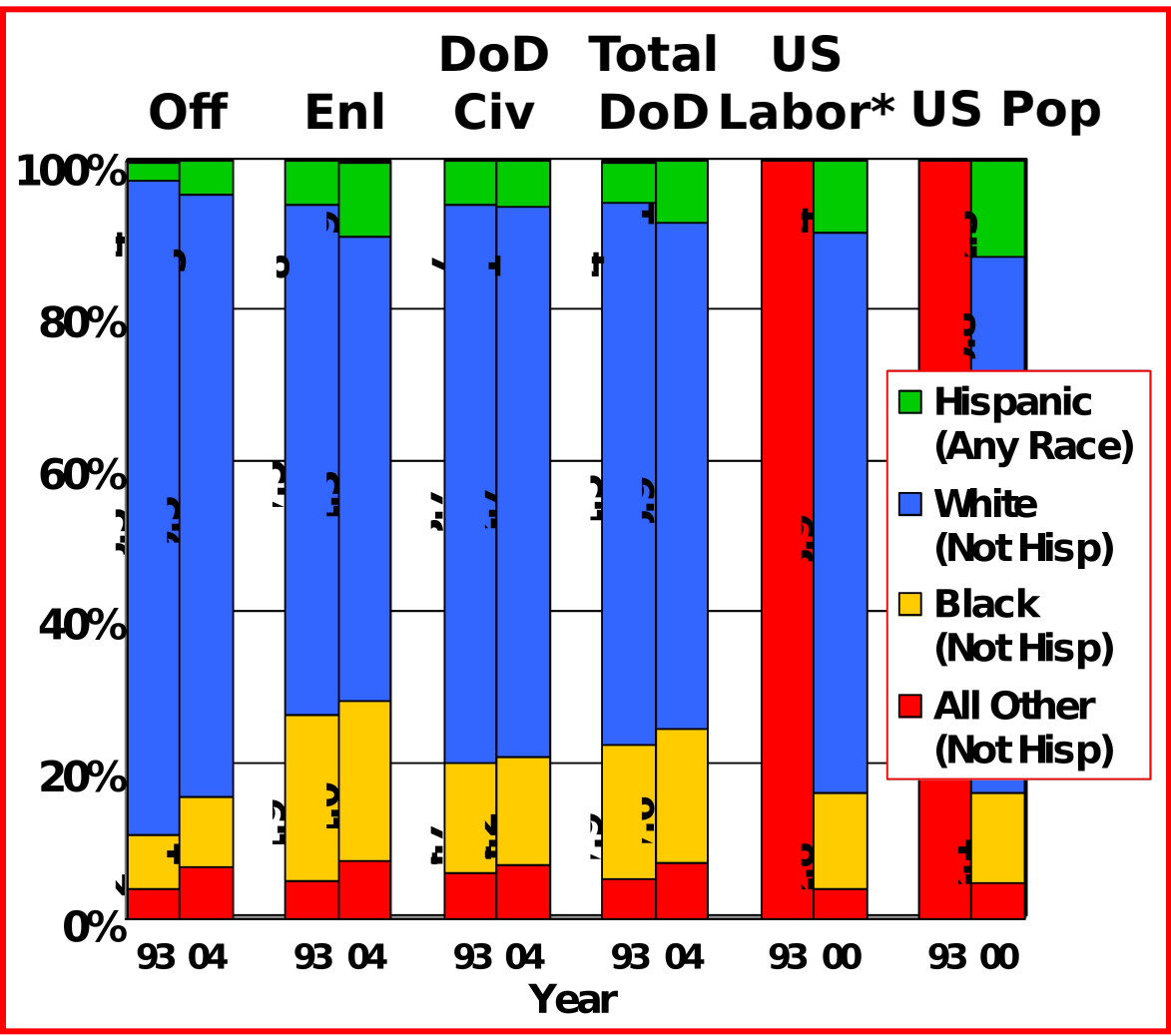
# DoD End Strength Changes

## From 1993 to 2004



- Overall DoD cuts far exceeded those taken by the Hispanic population
- Over this period, the Total DoD end strength decreased from 2.6M to 2M but the Hispanic DoD population increased by 27K

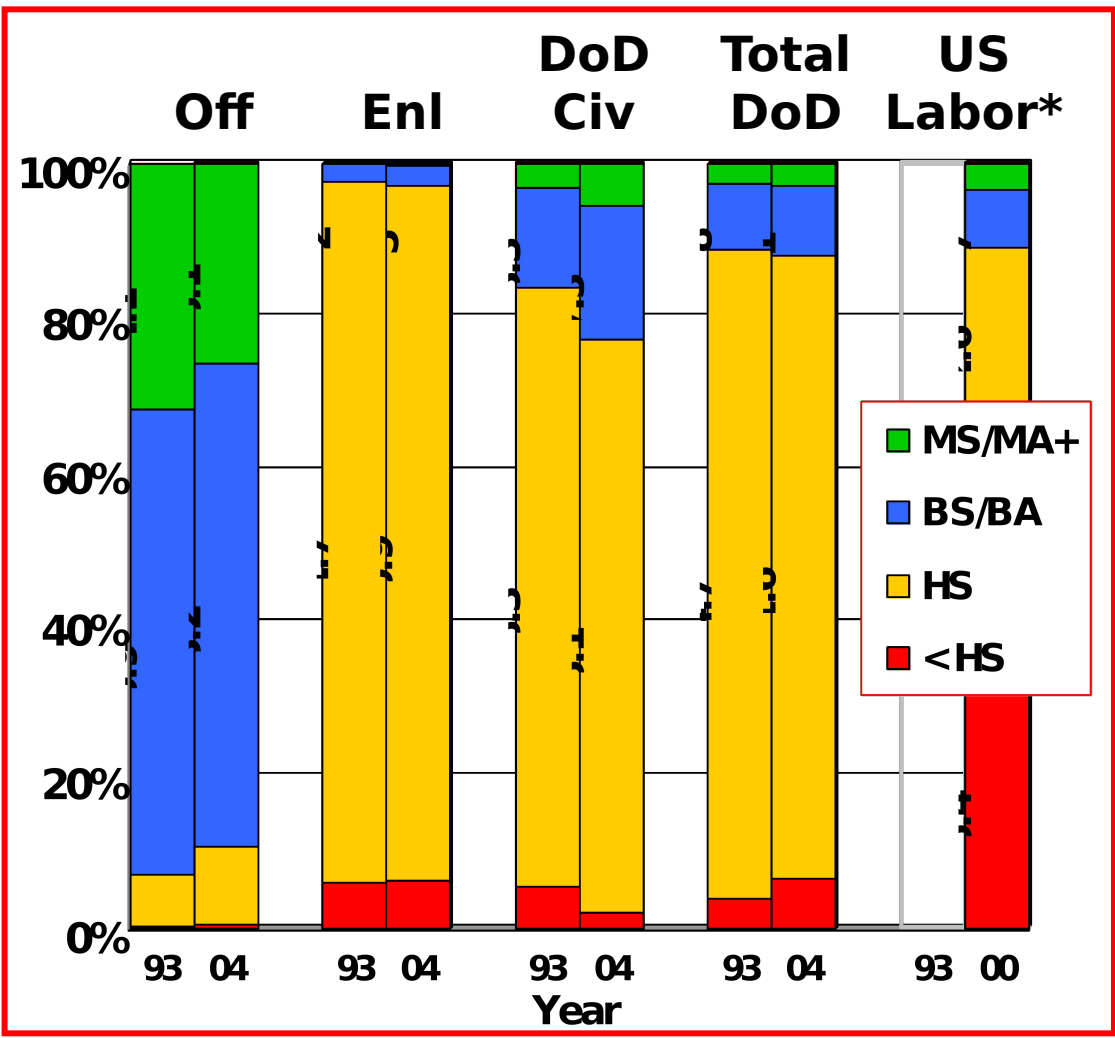
# Race-Ethnic Distribution



- In 2004, Total DoD is more diverse than US Labor Force and US population
  - DoD force: 32% minority (non-White)
- Hispanics are fastest growing minority group within DoD

\* Note: 1993 Census data not available in the race-ethnic groupings shown here.

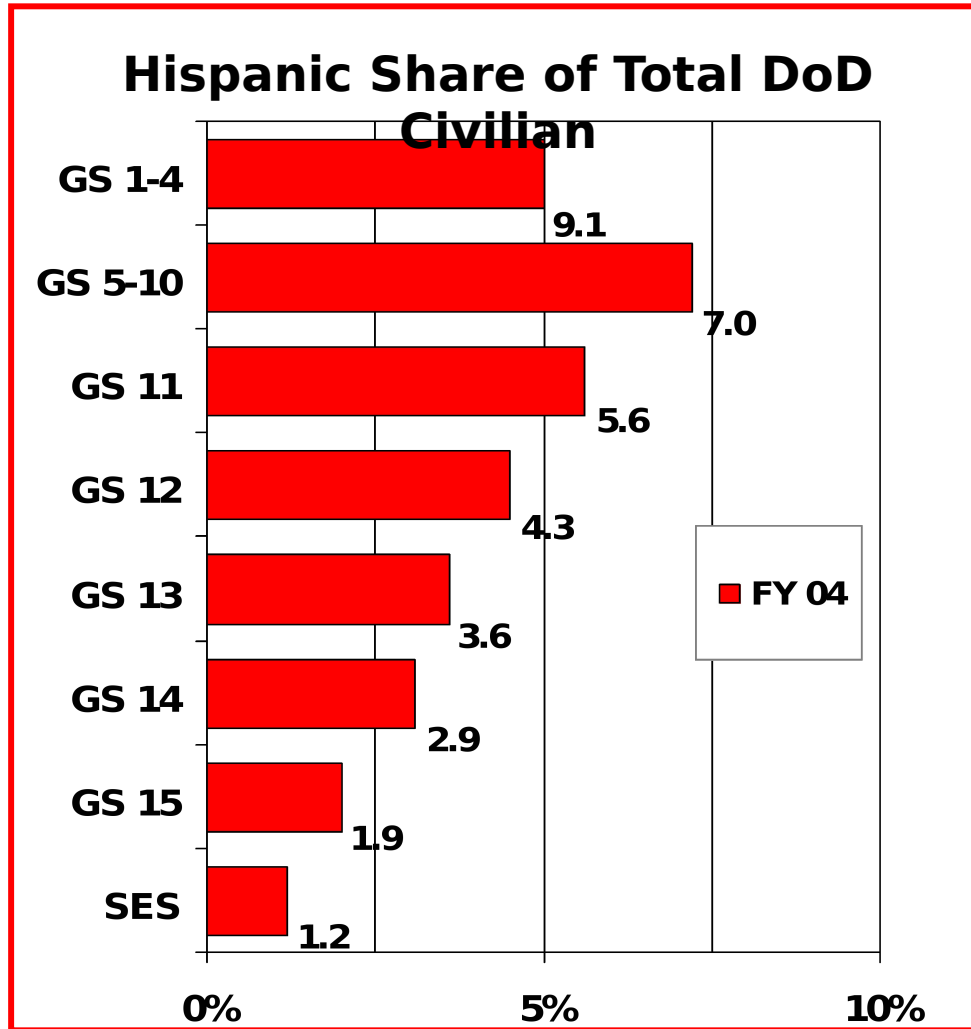
# Hispanic Educational Levels



- DoD Hispanic force is better educated overall than the US Hispanic Labor Force
- The percent of Total DoD Hispanics with:
  - A High School degree or above grew slightly from 94.7% to 95.0%
  - A Bachelor's degree or above increased from 11.6% to 12.9%

\* Note: 1993 Census data not available in the race-ethnic grouping shown in this table.

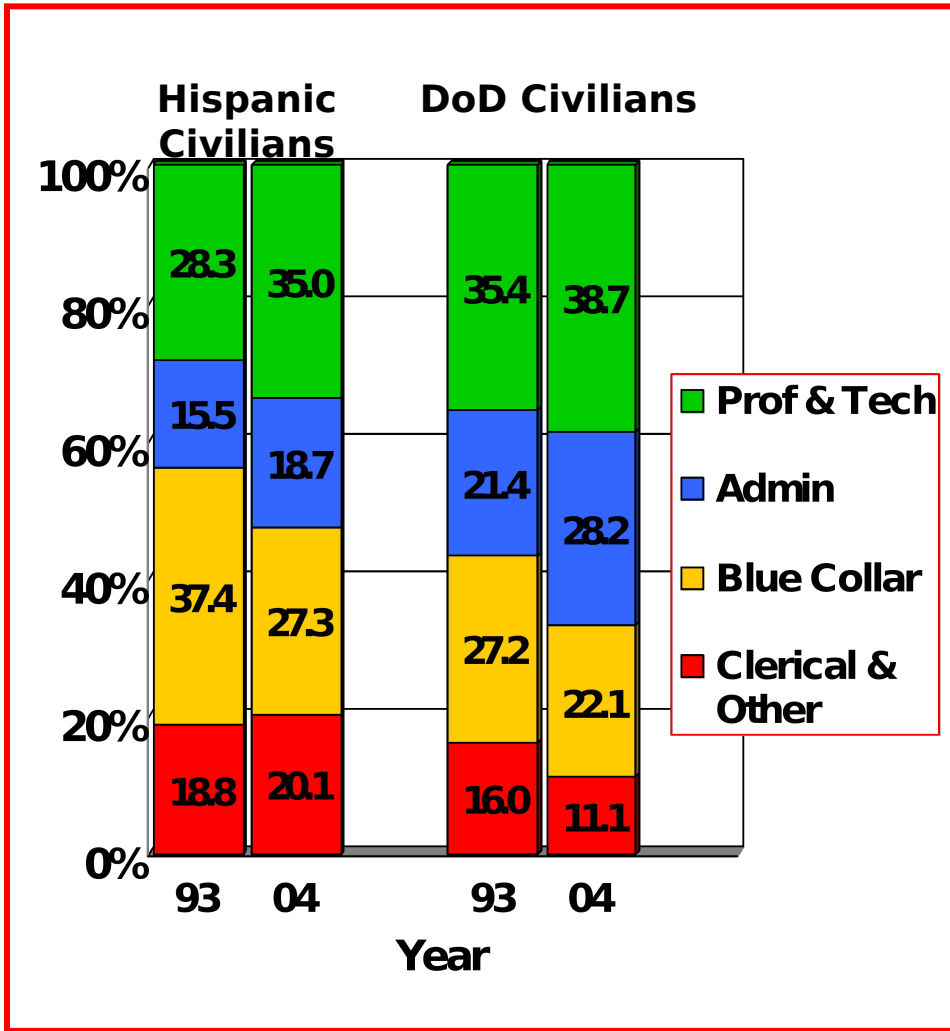
# Hispanic Share of DoD Civilian Workforce



- Hispanic share rose in every pay grade level, in spite of an actual net decrease in all categories except GS 1, 13, 14 and 15
- Hispanic Civilian leaders showed greatest share growth
  - ↑ GS 15 (81.3%), GS 14 (67.6%), GS 13 (45.2%)
- In 2004, 24.9% of all Hispanic GS workers were GS-12s or above (19.4% in '93)
  - All DoD: 37.6% in 2004 and 32.6% in 1993



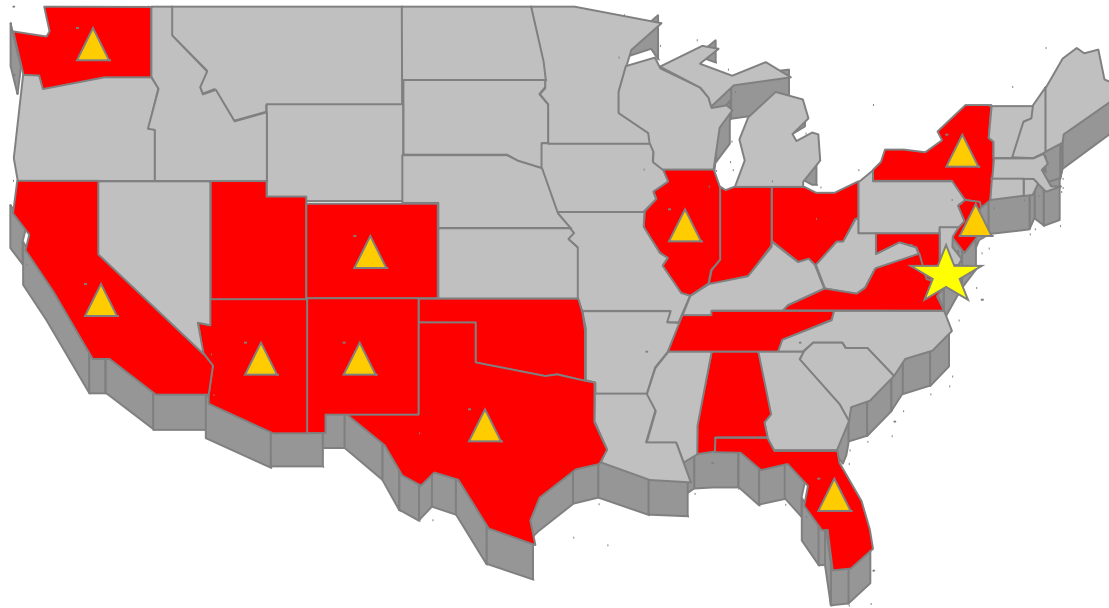
# DoD Civilian Occupational Areas



- The FY04 “Hispanic” and “All DoD” breakouts are similar
  - Over one-third are “Prof & Tech” careers
  - Over one-half are either in “Admin” or “Blue Collar” careers
- The share of Hispanics in “Blue Collar” & “Clerical/Other” jobs decreased between FY92 to FY04

# Hispanic DoD Civilian Leaders

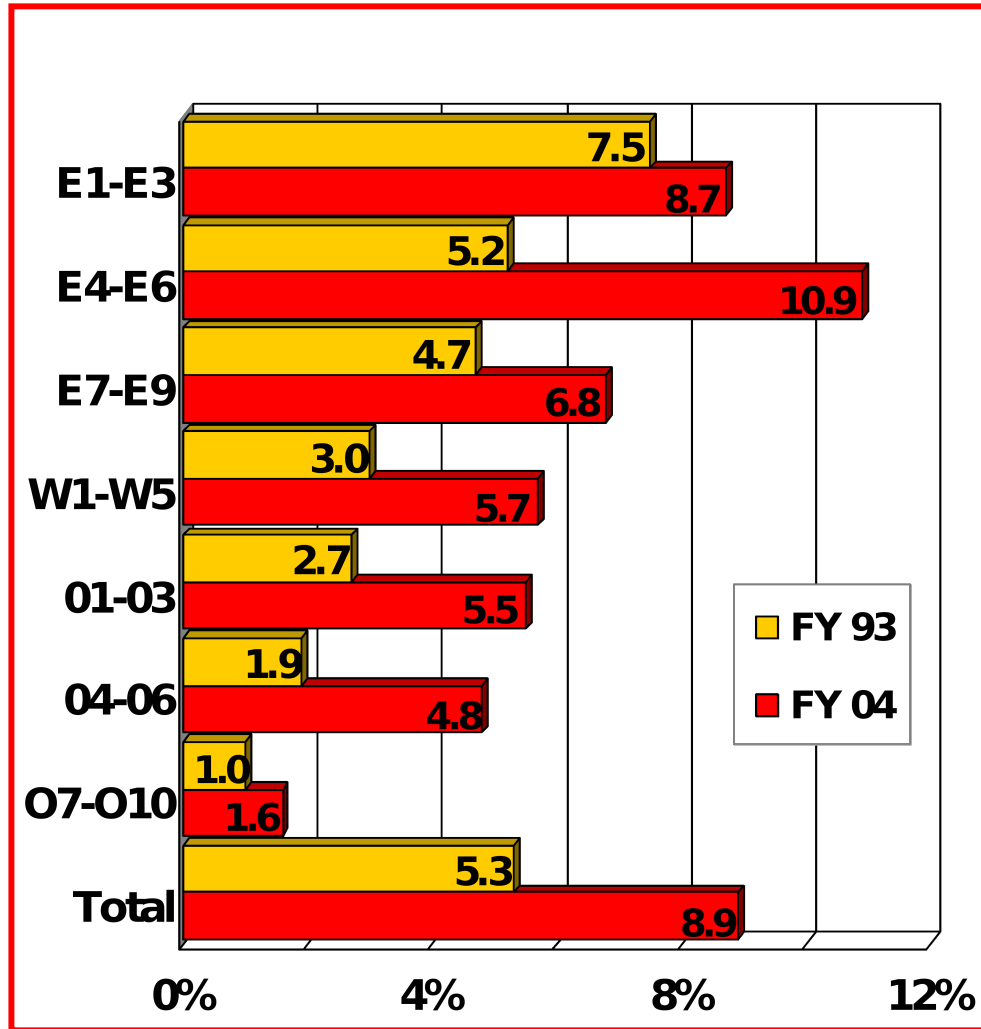
## Location of the GS 15 and SES Workforce



- Representation of GS 15s & SESers
- ▲ Top 10 State by Hispanic population  
(Census 2000)

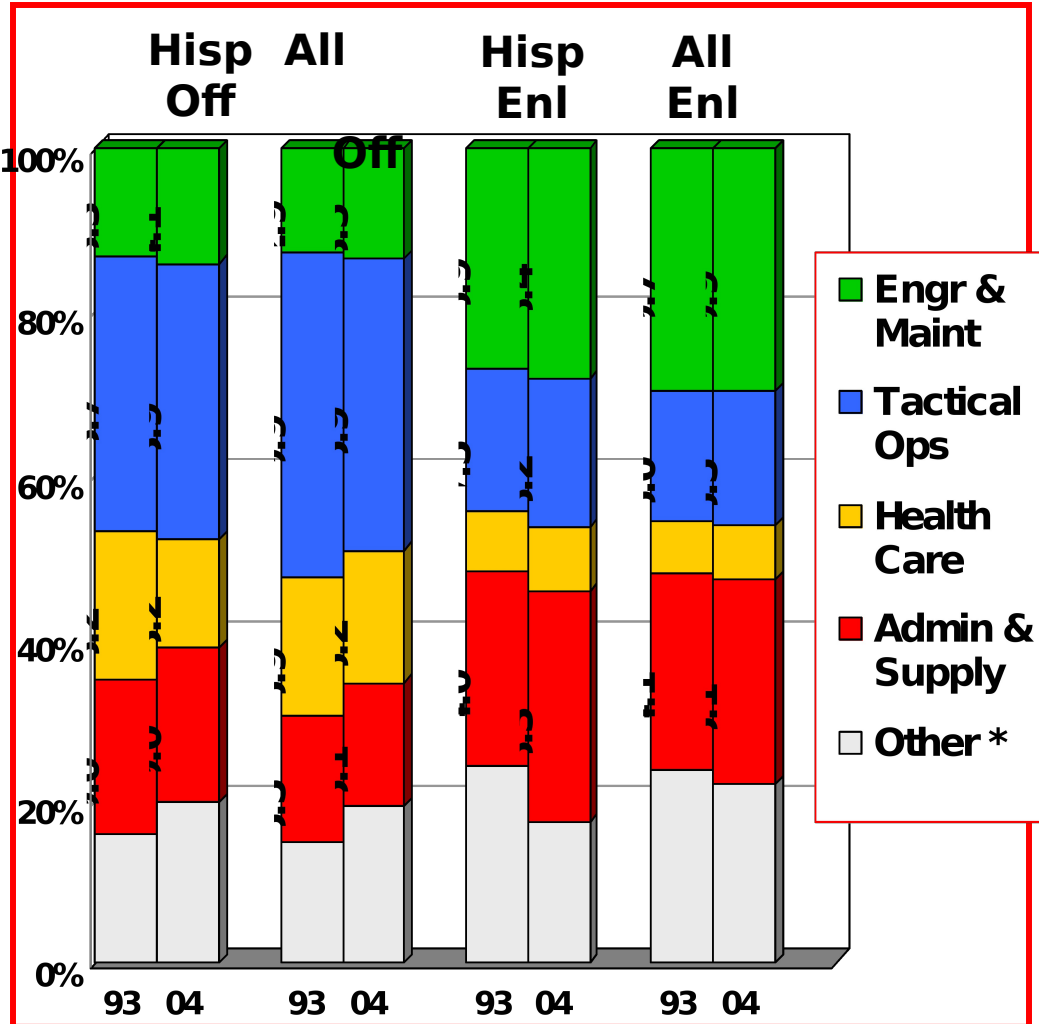
- 59% of the US-based GS 15 and SES workforce located in the Wash, D.C. area
- 4.4% of the total Hispanic GS 15 & SES population outside the mainland US (Top 2: Puerto Rico & Germany)
- Census 2000 reports the Top 10 States by Hispanic population are, in order: CA, TX, NY, FL, IL, AZ, NJ, NM, CO and WA.

# Hispanic Share of Active Duty Population



- Proportion of Hispanics rose in every pay grade group
  - Overall net increase for Hispanics of 43.3%, while All DoD decreased 16.2%
- Largest Hispanic share growth in:
  - ↑ Mid/Career Grade Enl: 97%
  - ↑ Company Grade Off: 94%
  - ↑ Warrant Officers: 82%
- Share of Hispanic military leaders increased
  - ↑ Senior Enlisted up to 6.3%
  - ↑ Flag Officers up to 1.6%

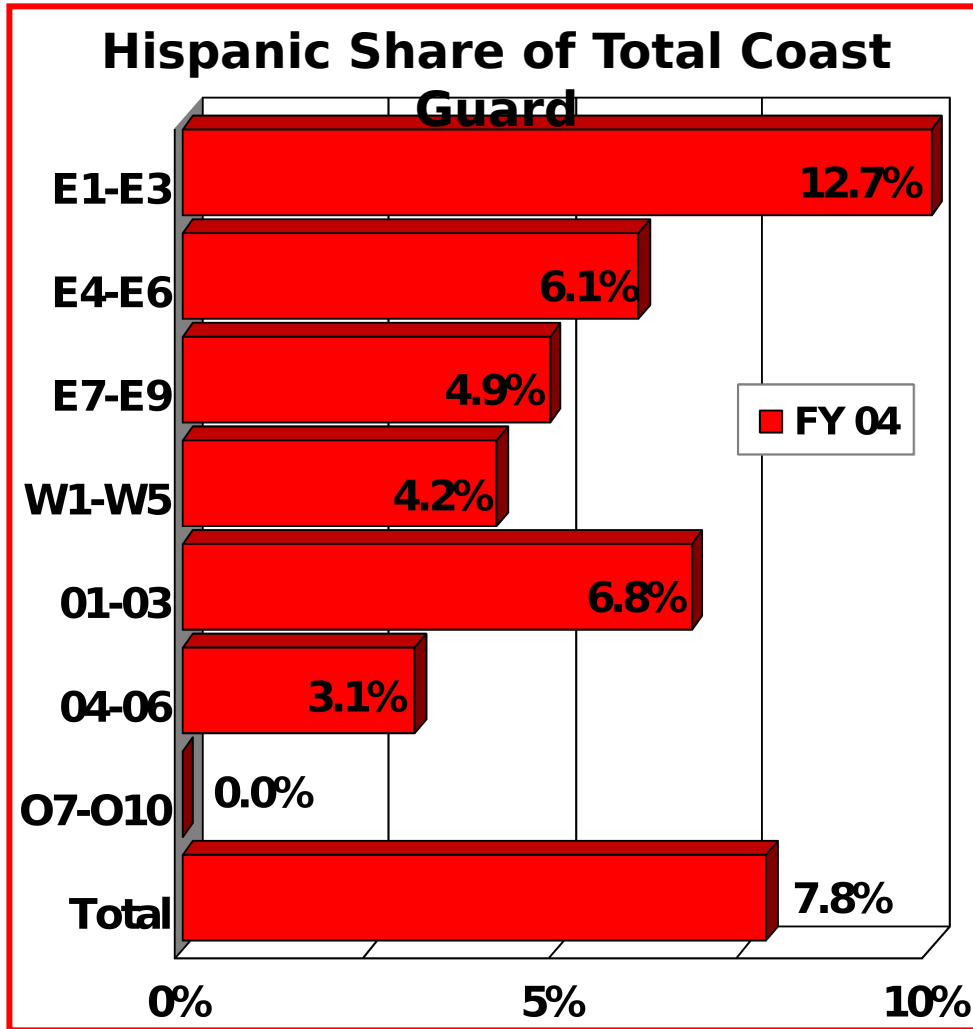
# Active Duty Occupational Areas



- Officers:
  - Over one-third in Tactical Operations
  - Hispanics have slightly greater proportion in “Engr & Maint” fields than “All Officers”
- Enlisted:
  - Over one-fourth in “Engr & Maint” fields
  - Another fourth in “Admin & Supply” fields

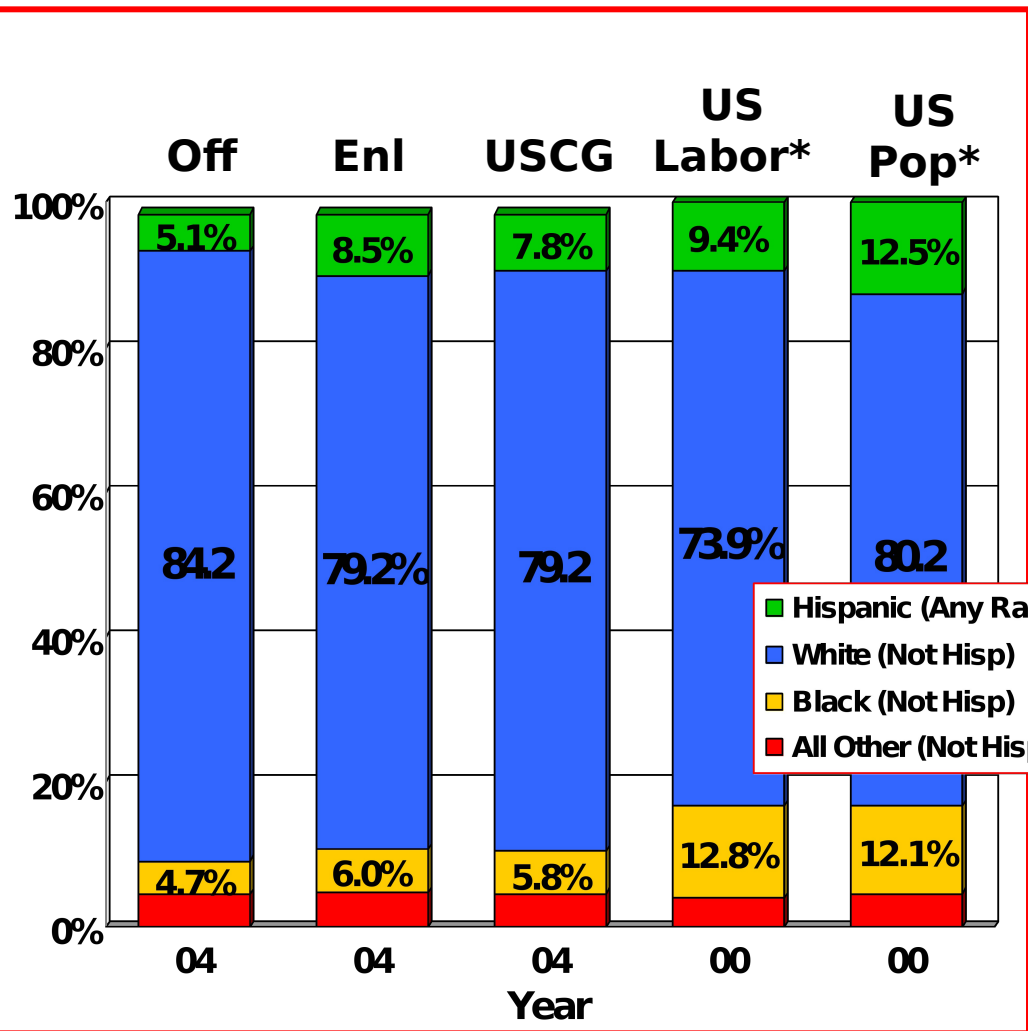
\* Includes Communications & Intelligence Specialists, Scientists and Professionals.

# Hispanic Share of Coast Guard Population



- Proportion of Hispanics is greatest in the Enlisted ranks
- Largest percentage of Hispanics:
  - First Term Enl (12.7%)
  - Company Grade Off (6.8%)
- Proportion of Hispanic military leaders is less than 'Total' Coast Guard proportion (7.1%)
  - Senior Enlisted (4.9%)
  - Flag Officers (0.0%)

# Coast Guard Race-Ethnic Distribution



- US Labor Force and US population more diverse than Coast Guard
- Hispanics are the largest minority group within the 'Total' Coast Guard (7.8%)
  - At 8.5%, Hispanics are also the largest minority group in Enlisted force
  - Hispanics at 6.0% rank second, following Blacks (7.7%), within the Officer population

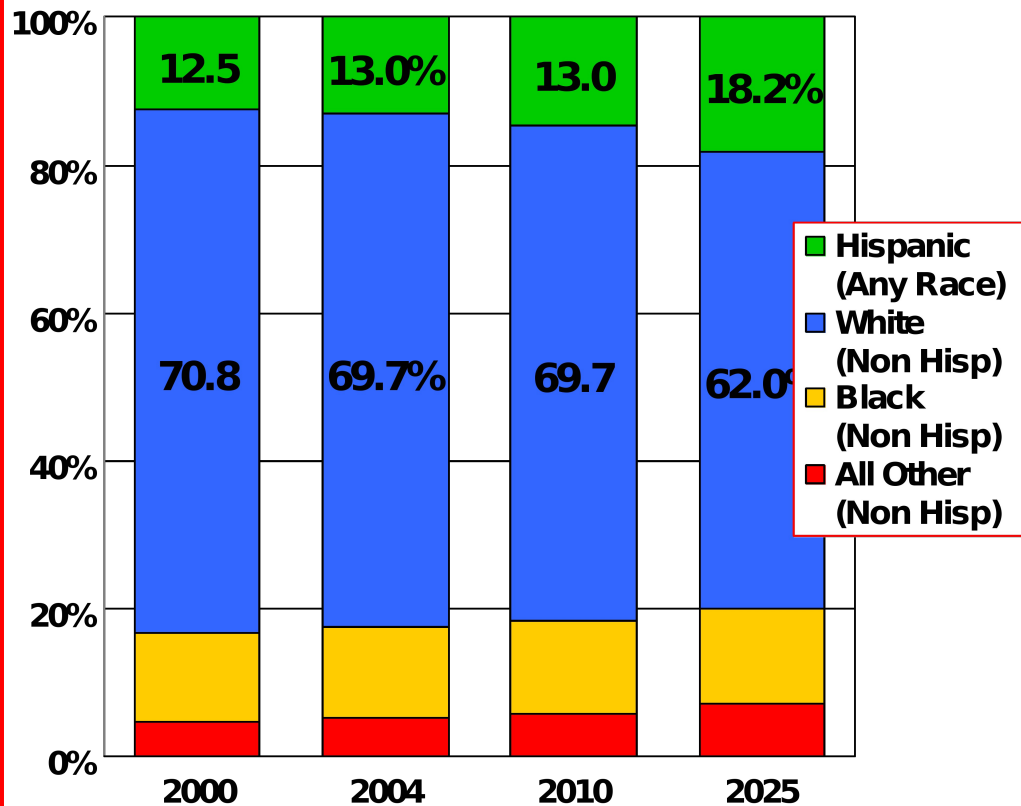
# US Hispanic Occupational Areas

## *US Census 2000 Report*

- Top 3 Occupation Categories for Employed Males:
  - *Hispanic:*
    - \* Operators, Laborers - 29%, Precision Production - 22%, Service - 15%
  - *Non-Hispanic White:*
    - \* Executive, Managerial, Professional - 31%, Technical, Sales, Administrative - 21%, Precision Production - 19%
- Top 3 Occupation Categories for Employed Females:
  - *Hispanic:*
    - \* Tech, Sales, Admin - 38%, Service - 26%, Exec, Mng, Prof - 18%
  - *Non-Hispanic White:*
    - \* Tech, Sales, Admin - 42%, Exec, Mng, Prof - 35%, Service - 15%

# Census Estimates and Projections

## Race-Ethnic Population Distribution Projections



- Hispanics are expected to be the fastest growing US race-ethnic group over the next 20 years
  - Projected share growth of 46% by year 2025
  - Will be the largest minority group (Black population will be five points lower, at 13%)
- If current trends continue, almost half of the US population will be non-white by 2050



# Summary of Key Findings

- The net population of Hispanics in the Department of Defense (Active Duty & DoD Civilians) rose 19.3% between FY 1993 and FY 2004, while the Total DoD end strength fell 20.1% in that time.
  - Hispanics are the fastest growing minority group in the US and DoD, increasing 70% faster than any other group
  - Hispanic representation in the Armed Forces has grown steadily during the past 11 years. Representing 9.9% of the enlisted force and 4.7 percent of the officer corps. In contrast, Hispanics make up 16% of the 18 to 24 year old US population
- The Hispanic share of DoD leaders is growing. In 2004:
  - 4.4% of all GS-12s and above are Hispanic.
  - 2.7% of all General Officers are Hispanic.
  - 7.4% of all Senior Enlisted are Hispanic.

# Questions

- Would you like an electronic version of this presentation?
  - Email [pamela.bridges@osd.pentagon.mil](mailto:pamela.bridges@osd.pentagon.mil)
- Are you interested in data from DMDC?
  - Please visit our online Data Request System at:  
<https://www.dmdc.osd.mil/drs>
  - or visit the DMDC home page at:  
<http://www.dmdc.osd.mil>